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EXTRAORDINARY

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GOVERNMNENT OF PUNJAB

LABOUR DEPARTMENT

(LABOUR BRANCH)

NOTIFICATION

The 1st May 2026

No. Labour-Lab0MIWA/1/2021-4L (260032)/166.-In exercise of the powers conferred by sub-section (3) of Section 8 of the Code on Wages, 2019 (No. 29 of 2019), the Governor of Punjab, after considering the report submitted by the Advisory Board constituted for fixation of minimum wages, and after consultation with the Punjab Minimum Wages Advisory Board in respect of fixation/revision of minimum rates of wages for the State of Punjab, hereby fixes/revises the basic minimum rates of wages in respect of all employments in the State of Punjab. This notification shall come into force with effect from 1st May, 2026.

Basic Minimum rates of wages with effect from 1st May, 2026 in respect of all employments in the State of Punjab shall be as follows:

Sr. No.	Categories of Workers	Basic Minimum Rates of Wages (in Rs.)		
		Per month	Per day	Per Hour
1.	Unskilled	13486	518.69	64.83
2	Semi-Skilled	14383	553.19	69.14
3	Skilled	15414	592.84	74.10
4	Highly-Skilled	16601	638.50	79.81

Sr. No.	Staff wise Categories	Basic Minimum Rates of Wages (in Rs.)		
		Per month	Per day	Per Hour
1	Staff Category-A	19431	747.34	93.41
2	Staff Category-B	17510	673.46	84.18
3	Staff Category-C	15786	607.15	75.89
4	Staff Category-D	14406	554.07	69.25

Classification of Staff Categories as mentioned below:

Staff Category A

A person having a Post Graduation Degree/MBA/Marketing/Finance/Human Resources Development or Company Secretary or equivalent or any professional degree.

Staff Category B

Graduate in any discipline or an under Graduate with Diploma/Certificate Course in Stenography or Diploma in Computer Applications/Accountancy or supervisory staff who have to take independent decisions.

Staff Category C

A person who is above matriculate but not graduate or undergraduate with certificate of Steno typist/Computer Application/Data Entry Operator or Accountancy. It includes timekeeper, salesman, Assistant and storekeeper.

Staff Category D

Any Class-IV employee (casual, through contractor or on contract basis).

Minimum rates of wages of Attached Labour in Agriculture

(Un-skilled workers)

(Consolidated per annum with meals or food grains equivalent thereof).

Sr. No	With Effect From	With Meals Yearly (in Rs.)
1	01.05.2026	90973.28

Other Agriculture Labour Daily (in Rs.)

Sr. No.	With Effect From	With Meals (in Rs.)	Without Meals (in Rs.)
1	01.05.2026	486.588	540.983

The above minimum wages rates shall be applicable in all establishments defined under section 2 (m), factories defined under section 2 (n); and includes employee as defined under section 2(k), worker defined under section 2(z) and contract labour defined under section 2(g) of the Code on Wages, 2019.

The rates of wages applicable on brick-kiln will be notified separately.

Notes:-

1. The Minimum rates of wages notified herein above are basic rates of minimum wages which are not permitted to be segregated into components in the form of allowances by the employer. There shall be 100% neutralization of the rise or fall of the consumer price index number on pro rata basis; the adjustment in wages shall be made further as prescribed in Code on Wages, 2019 and the rules made there under.
2. The minimum rates of wages now being fixed/revised shall not be affected as a result of the linkage as much as the wages shall not fall below those being fixed/revised now.
3. The wages of apprentices appointed under the Apprentices Act, 1961(52 of 1961), shall be regulated under the said Act.
4. There shall be no difference between the wages for men, women, transgender and disabled employee/ worker.
5. Where any of the above categories of workmen are engaged/ employed through a contractor or service provider, the occupier/the principal employer shall be personally responsible for ensuring the payment of the minimum rates of wages by the contractor or service provider to the employee.
6. No worker or employee employed in any employment in the State of Punjab, he/she shall not be paid less than the minimum wages fixed for similar category having the same skills and experience.
7. The daily minimum wage has been calculated after dividing the monthly minimum wage of that category by 26. In case due to absence of an employee, wages for a day are to be deducted from the salary of an employee, the daily wage shall be calculated by dividing the monthly wage of that category by 30. The minimum

daily rates of wages of, employees include the wages of weekly/substituted rest day.

8. Trainee can be paid 75% of the wage of the category for which he is being given training or minimum wages for the unskilled worker whichever is more only for six months or for the period of his training whichever is less but thereafter he will be given wage of his category in which he/she is/was given training. No employer is permitted to engage an unskilled employee as a trainee/learner. The unskilled employee will be paid wage of his category.

9. The minimum wages fixed/revised shall be the basic rate of wages.

10. Adjustment of wages shall be made after such intervals and in such manner as prescribed by the Punjab Government.

11. The revised rates of minimum wages are also applicable to employees engaged through contractors or outsourcing arrangements. The occupier, manager, owner, or principal employer of a factory/establishment under the Occupational Safety, Health and Working Conditions Code, 2020, as well as the occupier, manager, owner, or principal employer of shops and commercial establishments—whether registered or not under the Punjab Shops and Commercial Establishments Act, 1958—and offices under the control of the State Government, shall be responsible for ensuring the payment of minimum wages to contract labourers.

12. Minimum wages fixed by the Government will not be applicable to the establishments which are already paying higher than the wages fixed by the Government. However, the employer will be liable to pay the minimum wages as and when wages paid by him fall short of the minimum-wages so fixed by the Government.

13. In case of employees/workers employed in Hotels, Restaurants, Tea Stalls, Halwais, Ahatas/Taverns attached to Wine and Liquor Shops and in Households as a domestic workers if they are provided two meals, two times tea and lodging, the minimum wage will be 30 per cent less than the minimum wages fixed for their categories and if they get two meals and two times tea without lodging, the minimum wage will be 10 per cent less than other employees in their category who are not getting meals, tea and lodging.

14. If an employee employed in any scheduled employment is not specifically mentioned by the name of its trade or job under any of the categories/ classes in this notification or in earlier notifications fixing or revising minimum rate of wages, even then such employee shall be paid minimum wages of the category of the class where he can be most accurately placed. In case of disagreement about a category or classification of an employee, the decision of the Authority appointed under Section 45 of The Code on Wages, 2019 and the rules made there under shall be final.

15. The revised wages are for working on normal working days i.e. 8 hours working for an adult.

16. The revised daily rate of an employee is inclusive of the wage for his weekly/substituted rest day.

17. The categories mentioned above shall be deemed to be defined and classified in accordance with the Code on Wages, 2019 and the rules made there under.

18. This notification shall be amended from time to time in accordance with any notification issued by the Central or State Government.

MANVESH SINGH SIDHU
Secretary, Government of Punjab
Department of Labour.

Chandigarh
The 1st May, 2026

3707/5-2026/Pb. Govt. Press, S.A.S. Nagar